



Re: Fw: A request to switch to a new project
MarkJ Huff to: Mike Clipper

08/17/2011 05:10 PM

To summarize our conversation this afternoon and so you understand where I'm coming from on this and how this relates to your CCR assignment-

- It is my understanding that you met with Lee prior to your return on 4/29 and she mentioned the CCR assignment you're referencing below and had no objections at that point.
- You returned from your detail on 5/31/11 with this assignment as your one and only assignment and were supposed to deliver the analysis by 6/22/11 and you accepted and proceeded to work on the CCR assignment with no objection.
- At your request we met on 7/7/11 and during that meeting you explained some difficulties you were having with Lee. I committed to helping you with Lee and making sure you had a work environment that you could be successful in and I encouraged you to push forward on your CCR assignment since it seemed to be stalling- but I would note that no mention of your CCR concerns came up during that meeting.
- We had several additional meetings as follow ups to our 7/7/11 as part of my commitment to help you and make sure things were improving, but at no time did you mention your CCR objections, and on 8/8/11 you asked that I attend a meeting b/t you and Lee so you could get clarification on some of your technical questions regarding the CCR assignment so you could move forward with your analysis.
- We met with Lee on 8/11/11 and explicitly discussed your CCR assignment and you agreed to provide Lee with a schedule to complete all 3 tasks by COB 8/15/11.
- The below email correspondence (8/16/11) is the first time that you made your objections to this assignment known to me.

As point of clarification on the CCR BU IG report and PEER related article, your name does not appear in the PEER article or IG report and is only referenced twice by Becky during her testimony where the IG summarized that "CUTHBERTSON felt ignored and marginalized in her position at EMRAD. and Mike CLIPPER probably felt the same way". Additionally, you have been on details off and on for the past 30 months and not worked on CCRs since 2007.

It has now been 12 weeks since your return and rather than provide Lee with the agreed upon schedule from our 8/11/11 meeting to complete this work you are now asking to be moved onto non-CCR related assignment. Because we all need you to contribute to the ERAS team and you're not realizing success on your CCR assignment I will ask Lee to reassign this work to another ERAS team member and will have Lee give you a non-CCR assignment upon you return from vacation. I take you at your word and I'm willing to give you a new assignment/opportunity with a clean slate, but I want to strongly encourage you to work with Lee and the team to achieve success on your new assignment and if for any reason you encounter difficulties completing your work or meeting the schedules and you can't work it out with Lee please come to me immediately. The end of the performance review year is fast approaching and I'm hopeful we can turn things around and you'll have some great products that can be used for your year end evaluation.

Have great vacation and keep me posted on how things are going upon your return-

Mark

Mike Clipper

Hi Mark and Lee, I feel pretty strongly that I shou...

08/17/2011 12:29:13 PM

From: Mike Clipper/DC/USEPA/US
To: MarkJ Huff/DC/USEPA/US@EPA
Cc: Lee Hofmann/DC/USEPA/US@EPA, Clipper.Mike@epamail.epa.gov
Date: 08/17/2011 12:29 PM
Subject: Re: Fw: A request to switch to a new project

Hi Mark and Lee,

I feel pretty strongly that I should not be forced to work on CCR given my past history with the project, the 7/11 PEER report which mentions my name specifically, the IG investigation, and how all of these things have directly impacted the larger CCR team with the cancellation of the C2P2 program, the movement of staff, etc. Much of this occurred because of the testimony that I gave to the IG. Current CCR team members remember this so working with this team of people will be very difficult. I think it would be helpful to everyone if I were able to work on a different project. If I was assigned to work on another project, I would be happy to start work on that project today..

I am trying to get some outside input from OHR on how to handle this situation. I am actively working on this, please let me gather this information and then I will follow up with you and Lee about their suggestions for a direction forward as soon as I can.

Lee, you have scheduled a general with me for 1:30 today. I don't think this will be a helpful meeting at this point. I would like to reschedule our meeting for next week after I return from taking leave.

Please let me know if this is possible.

Thanks,

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Mike Clipper, MS, MEPC  
U.S. Environmental Protection Agency  
703 308-8763

MarkJ Huff      Hey there- like we previously discussed this after...      08/16/2011 05:59:08 PM

From:      MarkJ Huff/DC/USEPA/US  
To:      Mike Clipper/DC/USEPA/US@EPA  
Date:      08/16/2011 05:59 PM  
Subject:      Re: Fw: A request to switch to a new project

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Hey there- like we previously discussed this afternoon, we really need you to focus on delivering the analysis that was assigned to you back on 6/7/11. Please provide Lee with the delivery schedule that you committed too in last week's meeting and I look forward to seeing results soon.

Thanks

Mike Clipper      Hi Mark, Could I ask for your help here?      08/16/2011 03:38:44 PM

From:      Mike Clipper/DC/USEPA/US  
To:      MarkJ Huff/DC/USEPA/US@EPA  
Date:      08/16/2011 03:38 PM  
Subject:      Fw: A request to switch to a new project

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Hi Mark,

Could I ask for your help here?

I spoke to Becky and she told me that she has a lot of work for me with CERCLA 108b.

Frankly, as I was getting settled into my cube and getting my computer moved back over to my current cube, Lee told me that I was working on CCR and that I had a deadline to meet. So many things were going on at the time I didn't want to fight with her again on this issue. I have told Lee in the past, that I didn't want to work on CCR (she allowed this occur in the past) for the ethical/legal/teamwork reasons

that I have mentioned below.

Could I PLEASE work on another project? This will be helpful to both Lee and me and it would benefit the 108b effort. I could also work on other economic and risk projects as needed.

Please let me know.

Thanks,

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Mike Clipper, MS, MEPC
U.S. Environmental Protection Agency
703 308-8763

----- Forwarded by Mike Clipper/DC/USEPA/US on 08/16/2011 03:16 PM -----

From: Lee Hofmann/DC/USEPA/US
To: Mike Clipper/DC/USEPA/US@EPA
Cc: Clipper.Mike@epamail.epa.gov, MarkJ Huff/DC/USEPA/US@EPA
Date: 08/16/2011 02:56 PM
Subject: Re: Fw: A request to switch to a new project

Mike,

I need for you to complete the tasks that we have agreed to and that you have been working on since early June.

After we have closed out this assignment, we can discuss other opportunities. I am expecting a time line from you today, since you were out on sick leave yesterday. I will also set up a general for us to discuss the time line.

Thanks,
Lee

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